

**LONG TERM DISABILITY PLAN BULLETIN**  
**April 1, 2013**

**Background**

Bill 115, the Putting Students First Act, imposed changes to the sick leave provisions on OSSTF based on the OECTA Memorandum of Understanding (MOU). The MOU requires that the OSSTF provincial office become the owner of the LTD policy and that they review and determine the appropriate plan design for all members. Participation in the provincial LTD plan is a condition of employment based on the plan design.

The LTD plan renewal and required premium adjustments for OSSTF districts insured with OTIP were deferred from March 1, 2013 to April 1, 2013 while a provincial LTD plan design for OSSTF was being reviewed. The OSSTF LTD ad hoc advisory work group has recommended a consolidated plan design to provincial executive for TBU members only. The OSSTF provincial executive has approved the implementation of this consolidated LTD plan design for TBU members only effective April 1, 2013. The impact of any premium rate adjustment for individual districts must meet pre-determined phase-in criteria.

**Implementation**

Our district LTD plan design will be changed as of April 1, 2013, to meet the requirements of the provincial LTD plan. The new plan contains the following provisions:

Waiting period	Later of 80 working days or expiration of sick leave
Benefit level	55% of gross salary
Monthly benefit maximum	Based on maximum annual salary of \$150,000
Cost of living allowance (COLA)	Annual CPI increase to a maximum of 2% after 2 years
Canada Pension Plan offset	Primary (offsets claimant benefit only)
All source maximum	100% of net earnings
Termination	On the earliest of the following dates, less the length of the waiting period: <ul style="list-style-type: none"> <li>- the date the member retires,</li> <li>- the end of the month in which the member reaches age 65, or</li> <li>- the date the member becomes eligible for a 64% unreduced service pension.</li> </ul>
Taxability	Non-taxable
Participation basis	Mandatory

Additional services provided by CAREpath and FeelingBetterNow® remain part of the provincial LTD plan design for TBU members. In addition, enhancements to existing employee assistance programs are being provided effective April 1, 2013, through the addition of Posaction Plus services to the provincial LTD plan. Additional information on this new service will be distributed to all TBU members shortly.

The District 28 LTD plan premium rate will be adjusted effective April 1, 2013, to 1.352% of gross salary in accordance with the premium adjustment phase-in rules. The rates for the provincial LTD plan renew annually on March 1 and all TBU districts will be paying the same premium rate effective March 1, 2015.

### **Termination Provisions**

Members who were previously eligible for coverage due to the 66% unreduced service pension maximum may find they are no longer eligible due to the 64% unreduced service pension maximum. As a result, these members should no longer be paying LTD premiums commencing April 1, 2013. In order to terminate coverage and discontinue premium deductions, members impacted by this change should contact the district office for an Application for Coverage Termination.

### **Individual LTD plan policy holders**

If a member required to participate in the provincial plan has previously obtained coverage under an individual LTD policy with Teachers Life or another provider, the member should evaluate the pre-existing condition limitations included in the provincial plan. Based on this evaluation, the member may wish to maintain his or her individual LTD policy for the first 12 months of membership in the provincial plan to eliminate any possibility of a pre-existing condition exclusion should the member need to make an LTD claim for a date of disability between February 1, 2013 and January 31, 2014. For additional information regarding individual LTD policies, please contact our OTIP account manager, Keren Higgins, at 1-800-267-6847, extension 2006.

### **Closing**

If you have any questions regarding the new provincial LTD plan design or the changes to your coverage, please contact your district office.